

COMMISIONERS PRESENT

Gil Palmer, Chairperson Ian Kohen, Vice Chairperson John Roberts, Secretary Kelly Benjamin Greg Lewis Richard Gold John Stroh Tony McClendon Annette Barnes

COMMISIONERS ABSENT

Rhea Baker-Ipek Trena Carter, Treasurer

STAFF PRESENT

Lorraine Smith, Director Betsy Schuette, Secretary Aida

MEETING CALLED TO ORDER

GUESTS PRESENT

Tim Shuffett, City Council Liaison

SECRETARY'S REPORT

Commissioner Roberts requested that Commissioners to review the minutes again that were previously sent to them. Commissioner Barnes moved that the October minutes be approved as presented. Commissioner Benjamin seconded. Motion carried. November minutes were approved.

TREASURER'S REPORT

Commissioner Roberts reported no activity with the Donations Account keeping the balance at \$6125.74.

CHAIRPERSON'S REPORT

Chairperson Palmer extended a warm welcome to Deputy Director Aida Ramirez to the Human Rights Commission and gave a brief introduction. Director Smith has already had the privilege to with Deputy Director Ramirez on case work which she has jumped right in on and believes she makes an outstanding addition to the office. Deputy Director Ramirez expressed her appreciation to the Commission for reaching out to her to welcome her and excited with the work to come.

DIRECTOR'S REPORT

CASEWORK:

The office continues to be busy with case work. The following is case activity updates:

- 1 Mediation in process-Sexual Harassment in Employment, John Stroh serving as mediator.
- 9 Intakes, 2 filings, 1 scheduled filing-Discrimination in Housing (same respondent)
- 1 CHRC Filing-Disability in Housing

COMMISSION:

2014 Annual Dinner Planning Meeting

Director Smith reported that several Commissioners from the sub-committee have met to review potential keynote speakers. Commissioners should have their selection available by the December Commission meeting.

2014 Essay and Art Contests

Director Smith reported that while she and Deputy Director Ramirez were at the CAMEO meeting they spoke with a teacher, Mr. Benjamin Prohl, a Social Studies from Central Middle School about helping with the planning of the Art & Essay contest. Mr. Prohl plans to pull in a few other teachers to help out as well and hope to meet with him in the next few days.

Arts District

Deputy Director Ramirez has already connected with Heather Pope, Director of Redevelopment regarding the Arts District Committee and will provide input on ADA and accessibility issues in regard to setting up the district. Deputy Director Ramirez has an orientation meeting scheduled on November 21 with Heather Pope, Redevelopment Director and Melissa Begley, Assistant Director of Planning who serves on the Committee as well.

OFFICE:

- Deputy Director Aida Ramirez began with her duties on the Commission on November 12. She has already gotten her feet wet with casework and research and is doing very well in the office.
- Director Smith reported changes to the City's employee insurance premiums have been increased beginning January 2014. There is also a carve-out for spouses if the spouse is carried by their own employer sponsored plan.

OTHER ACTIVITIES:

NAACP Freedom Fund Banquet

Commissioners Kohen, Baker-Ipek, Chairperson Palmer and Director Smith attended the NAACP Freedom Fund Banquet. President of the NAACP recognized the Commission's attendance. Dr. Kevin Jones from IUPUC was the speaker and spoke some about the Welcoming Community initiatives in Columbus. Discussion ensued.

Consultant/Training for Cummins In-Bound Expats

Cindy Frey, President of the Columbus Chamber of Commerce asked Director Smith to meet with Darin Short who is contracted to support newcomers to the community to help him broaden his knowledge of Columbus so he can be more effective. Cindy specifically requested Director Smith to discuss welcoming community. Director Smith met with Mr. Short, where she shared with him the Commission's collaborative work with Heritage Fund on Welcoming Community initiatives and efforts.

MACDA (Mayor's Advisory Council on Disability and Accessibility)

The meeting will be November 4th and the committees are meeting and hope to developing and roll out its various initiatives by March 2014. March is Disabilities Awareness month. One of the initiatives is educational video clips for the Community. As well as an Adopt A Sidewalk program initiative, where volunteers would clean off the sidewalks to make them accessible for community members with disabilities.

The Committees are planning community awareness of disability and accessibility as well as a volunteer program dealing with side walk.

Police Recruiting Feedback:

Director Smith is finalizing her feedback to Chief Maddox on the department's General Order and policies regarding their minority recruitment efforts. She hopes to have her feedback to Chief Maddox by the end of the week.

Festival of Lights Parade Request

The Commission was asked to serve as a judge for the Festival of Lights Parade. The parade makes an award in four categories including the Diversity Award which is given to the entry which best represents the diversity of the holidays. Deputy Director Ramirez has agreed to represent the Commission.

CITY HALL:

Matt Caldwell has begun his duties as the Operations and Finance Director. Jeff Logston held this position and will now focus solely on his role City Attorney. The City Engineer position has also been filled, although she has not officially begun in the office so Director Smith will update the Commission in the December meeting.

UPCOMING:

<u>Tuesday/Wedneday Dec 3 & 4th</u>, Director Smith and Deputy Director Ramirez will be attending the conference on Livable Communities – Theme "Dream to Dare: Game Changing Communities", Indianapolis, sponsored by the Governor's Council for People with Disabilities.

<u>December 10th</u> – Deputy Director Ramirez will be attending the Employment Discrimination Seminar in Indianapolis, IN. Deputy Director Ramirez will be attending this training to assist with her training and orientation to the job.

<u>November 29th</u> – Fire in the Blood Film, @ 7:00 pm @ the Columbus Learning Center, Columbus, IN. In observance of the 2013 World AIDS Day, this film is a never-before-told true story of the fight to save millions of lives with AIDS medication.

FOR ACTION

2014 OPERATING PLAN GOALS AND OBJECTIVES:

Director Smith presented to the Commissioners the 2014 Goals and Objectives with more methods and measures as requested by Mayor Brown. The Goals and Objectives that Director Smith has prepared are slightly revised from last year's outline. Discussion ensued. **Commissioner Lewis moved that the 2014 Goals and Objectives as presented by Director. Commissioner Roberts Seconded. Motion carried.**

LIAISON REPORTS

- Commissioner Barnes reported that the young girl who asked Commissioner Barnes to mentor her on a
 senior project on the topic of LGBT was told she could not proceed by her North High School Advisor.
 After having been approved every step of the way up till that point. They rationalized that it was not broad
 enough and did not entail enough steps on the part of the student. The topic was Welcoming Community
 in the school system utilizing the "Threads in Diversity" film and the question/answer panel discussion.
 Discussion ensued.
- Commissioner Roberts reported the Transit Authority Board meeting will be Friday, November 29th and he will have a written report for staff by the next Commission meeting.

ADJOURNMENT:

Commissioner McClendon moved that the meeting be adjourned. Commissioner Stroh seconded. Motion carried meeting adjourned.